

Diversity Steering Committee Meeting Summary

June, 2006

Every month the Diversity Steering Committee meets to discuss current diversity issues as well as the ongoing implementation of the Diversity Action Plan. In the interest of city wide inclusiveness and creating openness, the Diversity Steering Committee will publish a monthly summary of items discussed. Please review the following items and contact your respective 6-Sided Partnership representative or a Diversity Steering Committee member should you have any questions or suggestions.

Mission: To work with each other and the community to make Tempe the best place to live, work, and play.

Values: People...Integrity...Respect...Openness...Creativity...Quality...Diversity

➤ Updates from the Diversity Steering Subcommittees:

ADA Programming/Training:

- The Disability Task Force continues its goal of looking at how the city provides access to all of its services and will make recommendations for continuous improvements. The subcommittee hopes to have a report for the August Steering Committee meeting.

Suggestions from Employee Task Force Reports:

- The committee is still brainstorming the creation of an Employee Diversity Dialogue program to give employees an opportunity to voice opinions about the city's performance on diversity issues.

Focus on Women's Issues:

- The committee continues to brainstorm possible responses to glass ceiling issues for women in their various occupations. The committee is working with TLC for training on a gender bias as part of MST.
- The committee is looking into several other recommendations of the Women's Task Force report. They include brainstorming the feasibility of using tuition reimbursement for attendance at conferences and working with the City Manager on the consistency of flexible work schedules (some employees have it; other do not).
- The Task Force report recommended developing a childcare program. An update on this issue is covered by another subcommittee.

Childcare Follow-up/Review Survey:

- The committee has been created specifically to address the recommendation in the Women's Task Force report. Creating a childcare program has been a long-time employee concern.
- The committee met with Community Development Department to get ideas on where the program could be housed and later with some developers to gauge interest in a partnership with the city. All meetings were positive.
- The committee maintains an optimistic outlook on getting a childcare program up and running. A survey will go out to the workforce to assess specific needs of employees. Stay tuned in the coming months for more updates.

Women's Networking Program:

- The date has been set for the kick-off of WIN (Women In Networking): September 5, 2006 in the Council Chambers from 3-5pm. The program will feature a panel discussion of eight women in the organization who have been able to rise through the ranks. It will transition into monthly coffee networking.
- The committee will now focus on advertising WIN so that all in the workforce are aware of the event. Although the panel will focus on women's issues, male employees will be invited and encouraged to attend.

LGBT Networking Program:

- The kick-off for the Gay Straight Alliance will be sometime during the 2nd week of October of 2006 at the Tempe Public Library.
- The committee is working on advertising for the program. The committee would like to see participation from the community, as well as the workforce.

City-wide Recruitment Outreach:

- The City-wide Recruitment Team met and brainstormed the ground work for 'next steps.' The committee agreed that this outreach effort is a great way to share resources among themselves and to recruit a more diverse, competent workforce.
- The committee also discussed why members should be cross-trained on other department's recruitment and job duties. They will also be trained in the people and sensitivity skills needed to attract diverse recruitment clientele.

Leadership Development Day:

- The committee will host a half-day seminar on the topic of leadership in September 2006. The seminar would begin at 8:30am, feature a keynote speaker, and culminate with a luncheon and luncheon speaker at 11:30am.
- The Diversity Office will partner with the Tempe Professional Development Club in sponsoring Leadership Development Day. Look for details on this special leadership day in August.